

BCEA BENEFIT SUMMARY SHEET

For Part-Time (20-29 Hours) Employees Hired Prior To January 1, 2006

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$257.60/month towards Medical Plan
plus additional medical premium if eligible
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Voluntary plan through VSP
- **WELLNESS/PROFESSIONAL DEVELOPMENT**
\$112.50/year (after 10 years of service)
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **PROFESSIONAL DEVELOPMENT PAY**
\$40.00/month
Provided to Professional/Supervisory subgroup employees only

RETIREMENT BENEFITS

- **RETIREMENT - PERS**
2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67
(depending on PERS membership date and City hire date)

PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **\$457 DEFERRED COMPENSATION PLAN**
City matches \$457 deferred compensation employee contribution up to \$40.00/month
- **RETIREE MEDICAL TRUST**
\$50.00/pay period employee contribution
\$50.00/pay period City contribution

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year*
5-14 years of service.....3 weeks/year*
15+ years of service.....4 weeks/year*
- **HOLIDAY DIFFERENTIAL**
Differential pay is based on the number of hours worked as defined in the MOU

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** pro-rated based on average number of hours worked
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** one day/year
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PERSONAL LEAVE** 4-5 hours/year*
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
Available to employees working 24+ hours/week
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)
- **PROFESSIONAL LEAVE**
Up to 30 hours/year
Hours and eligible employees defined in MOU

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
Varies with assignment
- **BILINGUAL BONUS**
\$63.00/month
- **TUITION REIMBURSEMENT**
75% up to \$2,500/fiscal year per terms in MOU
- **WORK SCHEDULE**
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.